

Hot Topics



The National Security Personnel System is a rigorous and broad-based effort to modernize the personnel system for the DOD, while **preserving the core, enduring values of the civil service**. It offers new rules and processes for pay, classification performance management, reduction in force, disciplinary matters, appeal procedures, and labor management relations.

The move to NSPS includes a shift in the way DOD organizations evaluate and compensate performance. **Success under NSPS** is linked to how well one performs and how that performance contributes to the success to the organization.

NSPS provides new opportunities for pay increases, rewards, and career progression, while ensuring rights, protections, and current benefits. It offers managers and supervisors an **improved system to acknowledge and reward job performance**. Employees who achieve their performance goals through individual and team contributions can be recognized and rewarded.
<http://cpol.army.mil/library/general/nsps/>

Restructuring

CPD's website offers a variety of tools available to **provide information and guidance** during this time of transformation.

As the European theater undergoes major restructuring, managers must do more than ever before. In addition to carrying out the traditional personnel management functions (hiring, supervising, training, developing, coaching, and mentoring), today's managers must **keep employees informed** and meet regularly with them to discuss actions and issues that affect them and their organization.

Leaders at every level must **be prepared** to meet the high demands of Army in Europe missions. This is especially challenging while the Army is in the process of transforming.

Featured Guidance

CPD US and Local National policies & publications available at
www.per.hqusareur.army.mil/cpd
under the Reference Library link.

- AE Reg 672-1
Annual Incentive Awards Ceremony
- AE Reg 690-64
LN Employee Conduct, Discipline, Complaints, Grievances, and Labor Disputes
- AE Reg 690-67
German Labor Laws
- AE Reg 690-70 Recruitment and Staffing for LN Employees in Germany
- AE Reg 690-76
Wages and Salaries - Overtariff Supplements for LN Employees in Germany
- AE Reg 690-85
Civilian Personnel Restructuring Actions
- AE Reg 690-308
Youth Employment Programs
- AE Reg 690-500.592
Civilian Personnel Living Quarters Allowance
- AE Pam 690-1
Welcome to Europe Guide
- AE Pam 690-14
US Appropriated Fund Civilians Who Perform Active Military Duty
- AE Pam 690-40
Health of the Civilian Workforce
- AE Pam 690-47-1
Civilian Deployment Handbook
- AE Pam 690-60
Employment of LN Personnel in Germany
- AE Misc Pub 690-2A
On-the-Job-Injuries Guidance for AF Employees
- AE Misc Pub 690-2B
On-the-Job-Injuries Guidance for NAF Employees
- AE Misc Pub 690-2C
On-the-Job-Injuries Guidance for AF Managers
- AE Misc Pub 690-2D
On-the-Job-Injuries Guidance for NAF Managers
- USAREUR Supplement 1 to AR 690-300.301
Overseas Employment
- USAREUR Policy Memorandums for Recruitment and Retention Incentives
- Command Policy Letter 25
Civilian Leader Development
- Charting the Course Booklet
Leadership Training Courses

This list is not all inclusive

HQ USAREUR/7A, ODCS, G-1

Civilian Personnel Directorate

Supporting the Army's mission
through excellence and
partnership



<http://www.per.hqusareur.army.mil/cpd/>

Who we are & What we do

The **Civilian Personnel Directorate (CPD)**, Deputy Chief of Staff, G1, is the civilian personnel organization for the Headquarters US Army Europe and Seventh Army.

CPD is responsible for human resources policies and develops plans for meeting future human resources management needs. These policies and plans, designed by US and Local National employees, impact a **civilian population throughout Europe** and the Middle East.

CPD includes the

- US Personnel Programs Division (USPPD)
- International Personnel Programs Division (IPPD)
- DOD Contractor Personnel Office (DOCPER)
- Defense Civilian Pay System (DCPS) Support Office.

The mission of USPPD and IPPD is to develop policy for US employees in Europe and Local Nationals. These divisions also provide policy interpretation and advisory services to HQ USAREUR, CHRA-E, and other Army activities in the European Theater.

Policy areas and programs include:

- Recruitment
- Position classification
- Overseas benefits
- Reduction in Force (RIF)
- Mobilization and deployment
- Workplace environment and effectiveness
- Overseas rotations
- Local National programs
- Non-US Citizen and Youth Employment in NAF



The mission of DOCPER is to coordinate the process of acquiring SOFA status for contractor employees in Germany and Italy who qualify. SOFA status provides the contractor employee with certain privileges (e.g., PX, commissary, gas coupons), and generally means they are exempt from Host Nation taxation.

In Germany, DOCPER works with the various German states to ensure that the contractor employees may be properly accredited in accordance with international agreements.

In Italy, DOCPER works with the US Sending States Office (part of USEUCOM) to ensure US-Italy agreements are followed in accrediting contractor employees for SOFA status.

The DCPS Support Office serves as a liaison between the Defense Finance Accounting Service (DFAS) and Army civilians in Europe. It provides payroll support to serviced employees and assistance with civilian personnel pay actions to employing organizations.

Services included, but are not limited to:

- Pay transactions
- Change of address
- Financial Allotments
- Pay inquiries and discrepancies
- Timekeeping Training
- Access for primary/alternate time keepers
- State and Federal tax withholdings
- Advanced/Restored Leave

For inquiries or information:

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Leader Development

The Army provides courses for supervisors and managers. Many of these courses, such as Leadership Education and Development (LEAD) and Personnel Management for Executives (PME), are open to employees who are not yet in supervisory positions. This allows employees to **develop leadership skills** in preparation for their first supervisory assignment.

In addition to attending these courses, employees should look for opportunities to **apply these new skills** on the job. This benefits both the employee and the organization.

Deployed Civilians

US civilian employees have historically played an important role in US Military operations by **performing critical duties** in virtually every functional area of combat support and combat service support.

The role of the deployed civilian is to **serve beside deployed uniformed personnel** and provide the critical skills necessary to maximize the fighting capability of the combatant soldier and increase the success of wartime or emergency missions.

For more information on deployment of civilians, visit
<http://www.per.hqusareur.army.mil/cpd/contingency%5Finfo/>

Health of the Civilian Workforce

As we face the future, we must remember the **value of people**, and the fact that Army restructuring in the European theater can have a significant, life-changing impact on many of our Soldiers and civilians.

Resources available for managers to reduce employee stress and stress-related injuries and illnesses as the Army in Europe prepares to restructure can be found in the **Health of the Civilian Workforce Pamphlet**.